

MAWSON CODE

OCTOBER 2010



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WE PULLED THROUGH

With good rains, filling dams and improving economic confidence it looks like the worst of the drought and Global Financial Crisis is behind us. The financial year up to 30th June, 2010 proved to be very successful for Mawsons. The challenges of water shortages and scarce investment posed a real threat to our business viability but thanks to a strong team effort, government spending on water infrastructure and schools and a boost for housing we were able to better our targets.

It's now October and three months into a new year. The challenges of continually improving our safety performance and profitably satisfying our customers' needs remain as ever. We aim for zero Lost Time Injuries. This year we have higher financial targets in the hope that the rains will continue and produce strong income for farmers and regional businesses. We also hope that Local, State and Federal Government spending on roads, railways, bridges, channels and weirs will be increased.

Another strong result for Mawsons in 2011 will allow us to continue to invest in new plant and equipment and to grow our business. It will also allow us to continue to increase pay rates and incentives for our employees. The bonus payments made to Mawsons' staff in July were over \$100,000 more than we paid to our shareholders and our pay rates increased by more than the national average.

BOOST FOR ANNUAL SAFETY AWARD

This year, as part of a renewed focus on improved safety awareness, Mawsons Annual Safety Award will be increased to \$2,500! The award will take the form of a \$2,500 travel voucher from a local Travel Agent. It will allow the winner to enjoy a holiday as recognition and reward for his or her excellent contribution to the safety of Mawsons.

John Mawson,
Managing Director

GLOBAL PARTS CONFERENCE 2010

Mawsons were invited to take part in the 2010 Genuine Parts conference and I was thrilled to be offered the chance to attend, so on 29th July, a group of ten William Adams customers including myself flew out for Las Vegas. Our group spent three nights in Las Vegas where we met up with another group of Caterpillar customers from WA, NT and QLD. Whilst here we flew over the Grand Canyon and spent time walking up and down "The Strip" before flying into Chicago, then bussed to Peoria, Illinois.

For the next five days we were treated as VIP guests. We toured through 12 factories all independent of each other, however all working together to produce a large range of Caterpillar products.

In the factories we toured, we saw wheel loaders, excavators, compactors, dozers, motor scrapers, dump trucks and road graders being built from the ground up. Also components, engine transmissions and final drive track assemblies, filters and spare parts logistics. There was also a Research and Development facility which had to be seen to be believed.

Caterpillar were very open with their facilities and encouraged us to question them about their products, however, absolutely no photos were allowed. So for this reason I have very few relevant photos.

This trip was a lot of fun and a very big eye-opener. I met a lot of good like minded people and I saw a lot of interesting things whilst there, so be sure if you see me round the traps to ask me about it and I'll be only too happy to tell you all about it

Chris Clough,
Cohuna Mechanical Workshop



SEYMOUR NEWS

After a very busy opening here at Seymour, I have finally found the time to make a contribution to our Mawse Code.

Since taking over in February it has been non stop action, not just with the concrete side of things but also our garden centre, hiring of the appropriate staff, more than a few OH&S issues and general maintenance of a very nicely constructed concrete plant.

We have also been busy producing concrete for the Puckapunyal Army Base through our operation at the local quarry, as the logistics of that are much more convenient and quicker than having to travel around the 50km zones if the concrete was to be produced from our main Seymour Plant.

We currently have two trucks based here, one of our own and Clive Minter as an owner-operator. We have been really pleased with the numbers of new customers coming in and that they are very happy with the service we are providing. We also have an excellent team of workers including Darren, Benny and Garry who are willing to operate in a professional manner and contribute to achieve our goals and I commend every one of them for the job they have done and for making this plant a pleasure to work in. So as far as the concrete goes we have got on top of our early problems and things are travelling along very smoothly.

Our Garden Centre is also providing us with plenty to do, with a constant stream of trailers coming into the yard, especially on a nice sunny day. We stock a wide range of mulch, crushed rock, sand and many varieties of bagged products. This has been a great success and with the help of our 3t "lil" tipper we are providing a great service to this town and the customers are leaving with big smiles on their faces.

Our main OH&S problem was fixed by having an entrance for trucks only and a car/trailer entrance with a boom gate



installed so we can invite customers into our yard when we are ready for them to come in. This way they don't get tangled up in the constant stream of trucks and it is working very well at this stage.

We have been very keen to take on local sponsorships in the area including the Seymour, Yea and Avenel Football clubs and also many of the bowling clubs in the area. Our latest project was to help out with the Vietnam Veterans in building a Commemorative Walk in the middle of town, which will be a significant landmark for the town of Seymour with the Mawsons name prominently displayed, so plenty on the go here in Seymour town and all is good.

Dave Windram – *Manager Seymour Concrete*

EMPLOYEE PROFILE - Leigh Wallden (Yabba Quarries)

Name: Leigh Wallden, Yabba Quarries

Place of residence: Currently living in Tungamah, he grew up on a farm between Tungamah and Katamatite before going to boarding college at Kilmore. From here Leigh joined the Army.

Family: Wife, Sharnie and children Macauley (11), Fletcher (7), Ruby (6), Savannah (5) and Heidi (3).

Started with Mawsons: Firstly, in 1999 staying for nearly 2 years, then restarted in June 2003.

Positions held with Mawsons: Laboratory Technician

Footy Club: Hawthorn / Tungamah

Interest outside of work: Footy (currently still trying to play as well as being assistant coach of Tungamah U/14), tennis, cricket, camping and family outings.

Memorable jobs worked on: Australian Defence Force – battle tank driver.

Characters/Interesting people you have worked with:

The crew at Yabba are all quite interesting characters, none more so than Gavin Dalzell.

Memorable things that have happened while working with Mawsons:

Work wise would be the Shepparton/Mooroopna causeway reconstruction and the Cobram/Barooga Bridge construction; personally would be the practical jokes played on Ronnie Wilson.

Best things about working with Mawsons:

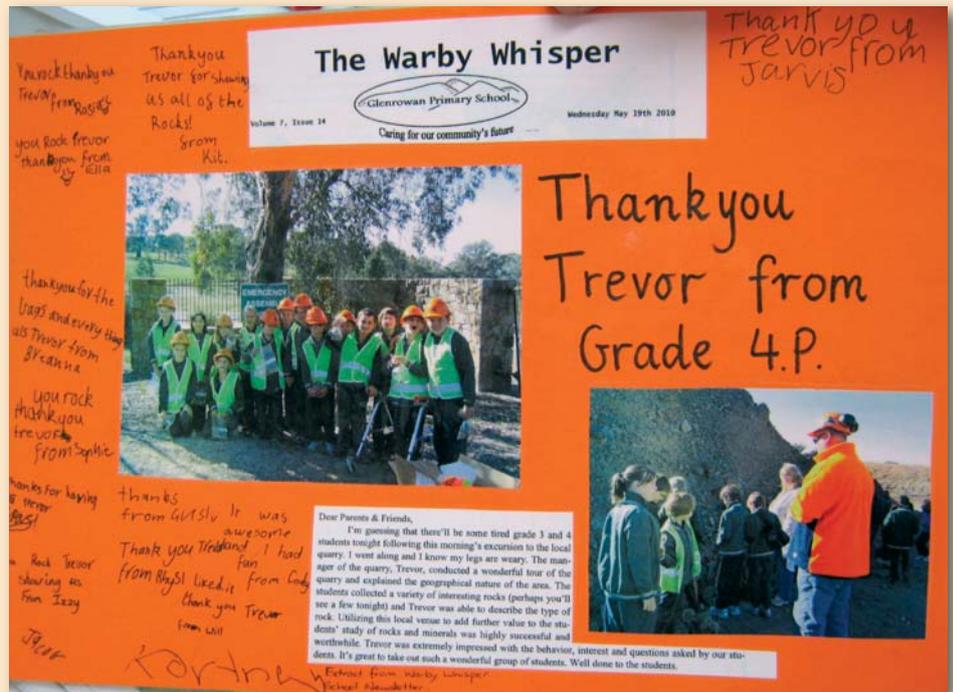
Flexible hours and family orientated.



NEWS FROM GLENROWAN

Glenrowan Quarries were host to students from Glenrowan Primary School.

On the right is a "thank you" received by Trevor from the students.



DARREN COLVILLE REACHES FOOTBALL "MILESTONE"



Lake Boga footballer Darren Colville celebrated his 300th senior game for the Lake Boga football club in style on Saturday, July 17th by kicking five goals in the side's win over Lalbert.

Darren, 36, played his first senior match for Lake Boga in 1990 as a 16-year-old and was a member of the Pies' 2003 senior premiership team.

Darren, who played at Birchip for three seasons, wanted to keep his milestone low key, opting against a banner and being carried off the ground. However, a few signs of support were

visible at Lalbert and both clubs gave him a guard of honour after the game.

Darren said while reaching triple figures was "a fair achievement", it's something he won't reflect on until he retires. "It will mean more when I am finished than it does now," he said.

Darren, who played against his nephews Wes and Beau Bennett in his 300th senior game, played down his playing ability. "No good – slow, fat and old," he joked.

But he did admit he read the play well.

The president of the Lake Boga Football Club, Paul Gadsden, said Darren had done a "remarkable job" and had been a "very, very good player over a long time".

"His first year of seniors for Lake Boga was in 1990 as a 16-year-old and he won the rookie of the year," Gadsden said. "At his best he was in the top 10 per cent of the league. He could mix it with anyone; He's just having a bit of fun now."

"SHARPENING THE SAW" THE COVEY COURSE

If you have encountered a member of staff talking about their "circle of influence", achieving "win-win" or "synergising", chances are they have recently completed a Covey course.

Our Executive members are committed to continuing with the Seven Habits which Covey teaches as we believe it contributes to understanding the relationships which underpin many of our personal and business dealings. Mawsons Executive have been prepared to walk the talk by undertaking to present this material in two courses in Cohuna and Swan Hill to 30 participants in the program over the past two months.

The feedback from participants has been favourable, as the Covey principles provide us all with a broad framework which we can use in our dealings with family members and friends, customers, suppliers and fellow employees.

It is planned to continue this in house training next year. So if you receive an invitation to experience the course for yourself, make the most of the opportunity.

To find out more, just ask a recent participant to give you an unbiased assessment.

NEW TRUCK & 4 AXLE DOG TRAILER – PBS

Back in April, 2009 we placed an order for a new Mack Trident rigid truck and a Hercules 4 axle dog trailer. CMV Truck & Bus (Mack) then asked the question, would you like to gain higher weights for this combination under the Performance Based Standards scheme (PBS).

I had read up on PBS before and realised that we would be going down a path that required a lot of time and patience, but I said yes, we would give it a go. The gross mass for the combination would go from 50.00 tonnes to 56.00 tonnes if our application was successful.

We went ahead with the truck and that came along in September, 2009. I had placed an order with Hercules for the new trailer, but asked them not to start building until we received approval for the higher weights.

CMV Truck & Bus (Mack) went ahead and gathered all of the information that was required and submitted this to ARRB to carry out their assessment on the combination.

From here the data gained from the ARRB assessment was recorded and an application was sent to the NTC PBS Review Panel. The NTC PBS Review Panel meets monthly and the CMV Truck & Bus (Mack) application was looked at in November 2009. At the end of November a letter was sent from the NTC to CMV Truck & Bus (Mack) stating that we had Notification of PBS Design Approval. We had the go ahead to build the trailer, at long last.

In December 2009 VicRoads issued a media release stating "Truck & Dog trailers get tick of approval for greater productivity". In short this meant that the combination we were getting could now have a gross mass limit of 57.50 tonnes.

CMV Truck & Bus (Mack) resubmitted the application to ARRB for the higher gross mass, which then went to the NTC PBS Review Panel and the waiting game started again.

The trailer was built in February 2010 but we couldn't pick up the trailer as we were still waiting on PBS Design Approval for 57.50 tonnes. The approval duly arrived, but then CMV Truck & Bus (Mack) had to wait for an assessor to turn up to confirm that what we said we were going to build was actually what we did build. The boxes were all ticked and the wait was on again

This time we had to wait to get the Notification of PBS Final Approval letter from the NTC. This was received in early May, 2010.

But that's not the end; the next step was obtaining VicRoads approval to travel on their roads and then obtaining approval to travel on required roads in various municipalities.

I started calling on and writing to local shires back in January, 2010 to get approval to travel at HML on the shire local roads and this process is still continuing.

Back in May, 2009 I commenced talks with the RTA about obtaining approval to operate this combination in New South Wales, but to this day I haven't received approval to travel in NSW even at GML.

But you have to look at the big picture; it was all worthwhile and hopefully we will enjoy happy motoring for the next 5 years. To go from 50.00 tonnes to 57.50 tonnes, works out to be a 15% increase in gross weight, or a 20% increase in payload. We are currently running at 80% of HML weights.

Phil Ryan – Transport Manager



Pictured are Phil Ryan, Alan Walsh, Brian Reid and John Mawson.

FOOTY TIPPING COMPETITION

The footy season has finished for yet another year and our tipping competition has come to an end. The results are as follows:

Three players finished with a total of 118 points - these players being Darryl Clayton (Shepparton), Merv Taylor (Deniliquin) and Adrian Bull (Lake Cooper Quarries) who will share equally, the prize pool of \$540.00. Congratulations to you all.

The finals competition of picking the winning team and by the closest points, at the time of going to press, is still

undecided. However, the prize for picking the team to finish fourth on the ladder was won by three players – namely Trevor Gilbert, Kelly Walsh and Wayne Douglas. Also there were two players who shared the prize for scoring the highest tally for the fourth quarter of the competition, namely Darryl Clayton and Merv Taylor.

Well done to all winners.

PROSTATE AWARENESS FUNCTIONS

Mawsons last week sponsored a number of in house barbecues to go towards raising money to help fund research into prostate cancer by the Prostate Cancer Foundation. These events were co-ordinated by our OH&S Manager, Colleen Balfour.

Some sites took the opportunity to invite customers and other community members to attend their functions and they were well accepted. At this time Colleen hasn't received a full account of the monies raised.

The Cohuna barbecue was held on Tuesday, 21st September and a very fine lunch was provided, catered for by Shirley Dobie with the Cohuna Workshop team acting as cooks. The gold coin donation for the barbecue raised \$141.50 and the raffle held in conjunction with it raised \$69.00

Pictured are cooks, Lyall Baker, Rowan Dobie, Sam Webb, Alistair Frankling and Ash Bartlett



BARHAM CONCRETE PLANT NEWS

Stewart Mason has provided photographs of concrete being supplied to Underground Concrete for the NVIRP Channel Upgrade works at Koondrook recently.

The photographs show Spray Mix concrete being placed and finished by the Underground Concrete team.



SEPTEMBER 2010 QUARTER SAFETY AWARD NOMINATIONS

Nomination 1 – Peter McQueen and Wayne Keyte, Mildura Concrete Plant
Nominated by – John Mawson (Managing Director)

Peter and Wayne decided to relocate the HFS fine sand to a different bin. This has cut loading time by up to 1 minute per load and saves around 2.5 hours of loading time per week. Also, the shorter trip makes our yard safer with the loader operating closer to the batch plant, away from trucks entering our site.

Nomination 2 – Dominic (Don) Cricelli -Lake Cooper Quarry Loader Operator
Nominated by – Adrian Bull (Quarry Manager)

At the pre-coat plant, there has been a problem cleaning and servicing the pre-coat jets and the trammel that mixes the pre-coat and the stone. As the unit is 3 metres off the ground, a ladder has been the only way to reach it. Don came up with the idea of converting an old Barmac crusher stand into a work platform that the radial stacker can tram around to and be serviced. It has proven to be a very safe and efficient method.

Nomination 3 – Andrew Garnsworthy - Shepparton Concrete Plant
Nominated by – Graeme Mansfield (Batcher)

After watching the fitting and removal of gob hoppers on the back of the agi's, using the loader bucket as a platform, Andrew pointed out the risks for people standing in the bucket while trying to lift the gob hoppers in to place, e.g. lifting a heavy hopper and with limited room in the bucket, the likelihood of slipping.

As a consequence, the Plant purchased a hand chain and hoist to lift and lower the gob hoppers into place, eliminating the hazard.

THE WINNER - ANDREW GARNSWORTHY

The winner of the September Quarter Safety Award will be issued with a certificate of congratulations and a meal voucher to the value of \$100 at a local restaurant. They will also go into the running for Mawsons Annual Safety Award which is presented every year at Mawsons Family Day.

Congratulations to Andrew Garnsworthy on a job well done.

December 2010 Quarter Safety Award

If you wish to nominate someone for the December 2010 Quarter Safety Award please do not hesitate to contact Colleen Balfour (0438 562 409) with the details.

MAWSONS ANNUAL COMPANY SAFETY AWARD 2010

There are four nominations for this year's annual safety award. These nominations come from the winners of each quarter's safety award throughout the year.

1. Arthur Le Broq (Mildura Concrete Plant/Buronga Sand Wash) – For providing a safety solution to a serious OH&S issue at the Buronga Sand Wash
2. December Quarter – Chris Clough (Mechanical Work Shop) – For providing the Poem "I Choose to Look the Other Way"
3. March Quarter – Lawrence Mathers (Mobile Quarry) – For suggesting placing visible tape on low hanging powerlines at Lake Cooper Work Shop
4. June Quarter – Passed over due to lack on nominations

The Senior OH&S Committee has awarded the Mawsons 2010 Annual Safety Award to Arthur Le Broq of the Mildura Concrete Plant/Buronga Sand Wash.

Just a little bit of back-ground on Arthur's contribution to Mawsons Safety Culture.

Arthur came up with the idea to dig a drain, run a poly pipe under ground and installed a three way valve at the channel pump at the Buronga Sand Wash so that it could be primed remotely. This eliminated several safety issues:-

1. Manual handling hazards
2. Wet environment/working conditions
3. Slip/trip /fall hazards

Along with the safety benefits the new process saves time and man-power. The job can now be completed by one person. It is as simple as turning on a valve, the pump primes itself from the water supply then all you need to do is start the pump.

Congratulations Arthur.

Why do we Lock Out Tag Out (LOTO)?

Work Safe requires employers to establish a program and utilize procedures for affixing appropriate lockout devices or tag out devices to energy isolating devices and to otherwise disable machines or equipment to prevent unexpected start up or release of stored energy, in order to prevent injury to employees or damage to equipment.

How do we LOTO?

To effectively isolate you need to:-

1. De-energise the parts from all sources of electrical and mechanical energy. Each energy source must be isolated and locked out at each isolation point along the energy source route where practical.
2. Removing all hazards from other sources of energy (i.e. spring tension or hydraulic pressure).
3. Testing the equipment to ensure it has been effectively isolated.

Who is required to LOTO?

All site employees, fabrication personnel, mechanical personnel and contractors who construct, install, set up, adjust, inspect, modify, clean, perform maintenance on and/or service fixed or mobile plant.

What tag is used for what?



An Out of Service Tag is used when a piece of equipment is faulty.

A Personal Danger Tag is used if you are working on a piece of equipment/plant.

Out of Service Tag

- An Out of Service tag provides protection to plant and equipment.
- It is used to indicate that a piece of equipment is faulty or not ready for use.
- Only one Out of Service tag is used on each piece of equipment.
- Once equipment has been repaired by a qualified person, only that qualified person may remove the tag.

Personal Danger Tag

- A personal danger tag provides protection to person/s working on plant and equipment.
- It warns others that by starting that piece of equipment serious harm or injury can result to a person(s) working on that piece of equipment.
- Each person working on plant or equipment shall place their own Personal Danger Tag.
- Only that person can remove their own personal danger tag, no one else may do so.

General Rules & Expectations

- All tags must be completely filled out using a pen in neat legible writing.
- All isolations must be tested prior to any work taking place to ensure it is effective.
- Tags must be destroyed and disposed of appropriately after use.
- Damaged tags need to be re-written and re-attached.
- You can not re-use a tag.
- Never remove somebody else's personal danger tag.

I CHOSE TO LOOK THE OTHER WAY

(Re-produced for Emphasis)

I Could Have Saved A Life That Day
But I Chose To Look The Other Way
It Wasn't That I Didn't Care
I Had The Time And I Was There

But I Didn't Want To Seem A Fool
Or Argue Over A Safety Rule
I Knew He'd Done The Job Before,
If I Call It Wrong He Might Get Sore.

The Chances Didn't Seem That Bad,
I'd Done The Same, He Knew I Had
So I Shook My Head And Walked On By
He Knew The Risks As Well As I.

He Took The Chance, I Closed One Eye
And With That Act, I Let Him Die.
I Could Have Saved A Life That Day
But I Chose To Look The Other Way.

Now Every Time I See His Wife
I'll Know I Should Have Saved His Life
That Guilt Is Something I Must Bear,
But Isn't Something You Must Share.

If You See A Risk That Others Take,
That Puts Their Health Or Life At Stake
The Question Asked Or Thing You Say,
Could Help Them Live Another Day.

If You See A Risk And Walk Away
Then Hope You Never Have To Say,
I Could Have Saved A Life That Day
But I Chose To Look The Other Way.

"You are only as safe as what you are prepared to walk past" Anonymous.

RETIRED EMPLOYEE PROFILE - VIN COX (EMPLOYED FOR THE YEARS FROM 1944 TO 1987)

Vin came to work for Mawsons as a young man during 1944. In those days, E.B. (Barney) Mawson was the Boss and he set high standards but Vin had been brought up during some very hard times on a wheat and grazing property between Pyramid Hill and Mitiamo and knew the meaning of hard work, so he enjoyed his new position.

During his time at Mawsons, Vin was mostly engaged in the earthmoving and construction arm of the business. He was a very highly respected power grader operator, a team leader in the road and street construction field, supervising many important projects including the Murray Valley Highway Reconstruction works at Kerang East. Vin also carried out major civil works, including the new streets, drainage and other civil works for the new Dartmouth Township, constructed to house the workers for the Dartmouth Dam construction; major roadways, fire services and drainage for the Bendigo Mental Hospital (subsequently known as the Bendigo Psychiatric Centre). He has great pride in the quality of the work that he and his team carried out, not always with the most appropriate machinery.

In those days, the role of foreman was very hands on and often meant driving the road grader, acting as tally clerk for the receipt of road construction materials and taking your own levels, even sometimes driving a tractor and roller or water cart for compaction.

Vin was one of the first employees to be entrusted with a Company vehicle, at first Bernie's beloved Ford Mainline Ute, which among other things, was used to transfer the construction crew from Cohuna to the worksites and meant a cold trip for those in the back during the winter months.

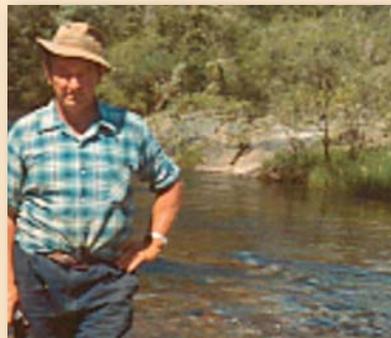
Among his many roles, under the direction of Lloyd Mawson, Vin set up and operated Mawsons first "Cohuna Readymix Concrete" plant, batching and delivering our first ever load of "Readymix" in 1964, later passing this role to Don Wolsley in about 1965 and returning to the company's construction operations. Following the transfer of the construction operations to Shepparton, Vin travelled each week to Shepparton up until his retirement in 1987 at the age of 65.

Vin agreed that the travelling to Shepparton and "camping" there for the week was hard on his home life but he didn't want to move to Shepparton to live, so made the best of it.

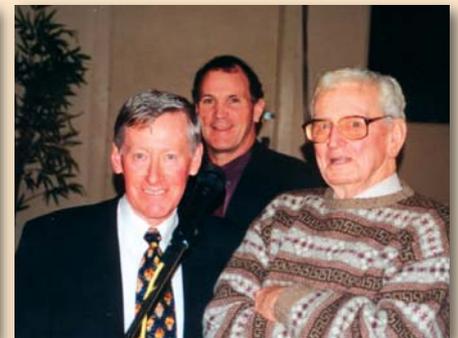
Looking back on his time at Mawsons, Vin would be the first to admit that there were many difficult times and people along the way but he enjoyed meeting and working with some real characters during this time. He remains proud of the works that he and his team were involved in and is content that the earthmoving and construction role was his particular niche in life.



Pictured at Kerang Waterworks Trust site in 1966 is an F600 Tip Truck, driven by Hooky Waylen and two Jaques J15 excavators, one operated by Ron Reaper and the other unknown.



Vin is pictured here on the banks of the Mitta Mitta River at Dartmouth in 1973.



Vin pictured here with Ken Mawson and Alan Wilkins.

MAWSONS SPONSORSHIP OF SPORTING ACTIVITIES

Mawsons were happy to be involved with sponsorship of a recent bowling event held at Mildura Bowls Club and Mildura Workingmen's Bowls Club, the Bowls Victoria Ladies and Men's representative side versus South Australian Ladies and Men's Development Sides.

Pictured are members of the Bowls Victoria team

Mawsons have also been involved with sponsorship of Netball within our region and, as is seen in the picture, in the north east region our name has been placed on the goal post to acknowledge our involvement.

